

## Message Text

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DRAFTED BY:IO/UN/BAPS:WMSOUTHWORTH:FG  
APPROVED BY:IO DVMCCELLAN X22468

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R 180105Z MAR 76  
FM SECSTATE WASHDC  
TO USMISSION GENEVA

C O N F I D E N T I A L STATE 058425

GRIP FROM SOUTHWORTH

FOLLOWING REPEAT STATE 058425 ACTION NATO INFO OECD PARIS MAR 10.

QUOTE: C O N F I D E N T I A L STATE 058425

HOLD FOR OPENING OF BUSINES

E.O. 11652: GDS  
TAGS: AORG, NATO, OECD  
SUBJECT: INTERNATIONAL STAFF SALARIES

REF: USNATO 1306

1. PROBLEM OF INFLATED INTERNATIONAL SALARIES RESULTS  
FROM EFFORT BY EACH ORGANIZATION TO DRAW COMPARISONS ONLY  
WITH OTHER INTERNATIONAL ORGANIZATIONS, WITH EACH  
ATTEMPTING TO ALWAYS MATCH HIGHEST SALARIES. BASIC PROB-  
LEM IS THUS MUCH BROADER THAN NATO AND OECD, AND INVOLVES  
MANY GOVERNMENTS, NOT JUST THOSE WHO ARE MEMBERS OF THESE  
ORGANIZATIONS. WE THEREFORE PLAN COORDINATED BILATERAL  
APPROACHES TO KEY GOVERNMENTS TO MAKE OUR CONCERNS KNOWN,  
AND IO WILL INITIATE ACTION ALONG THESE LINES. WE WILL  
KEEP YOU INFORMED.

2. WE NOTE THAT WHILE YOU HAVE NOT RECEIVED ANY SUPPORT  
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FOR OUR LONG-RANGE POSITION IN NATO, THERE IS UNANIMOUS

AGREEMENT IN THE CCG TO RECOMMEND AD HOC SALARY ADJUSTMENTS EFFECTIVE JANUARY 1976 FOR LESS THAN FULL COST-OF-LIVING INDEX INCREASE (USNATO 1189). A POSITION WE CAN ACCEPT (STATE 55623). BECAUSE WE HAVE MORE SUPPORT IN CCG, IT SEEMS IMPORTANT TO US TO SHIFT FOCUS OF DISCUSSION FROM HIGHLY-CHARGED POLITICAL ATMOSPHERE OF NATO TO EXPERTS IN CCG.

3. YOU HAVE NOW MADE OUR POINT, AND IT WOULD BE COUNTER-PRODUCTIVE FOR U.S. TO CONTINUE TO LEAD THE DISCUSSION IN THE OPEN-ENDED AD HOC COMMITTEE OF PERMREPS, OR TO GET INVOLVED IN A DETAILED DISCUSSION OF THE QUESTIONABLE ARGUMENTS OUTLINED IN PARAS 7 AND 8 OF REFTEL IN THAT FORUM. POINTS THAT MIGHT BE WORTH MAKING ARE (1) THAT WE CANNOT AGREE IN NATO TO CHANGE POSITIONS ACCEPTED BY ALL MEMBER COUNTRIES IN THE CCG, BECAUSE IT IS THE FUNCTION OF THE CCG TO MAKE RULES FOR ALL PARTICIPATING ORGANIZATIONS, AND THAT IF THESE ORGANIZATIONS THEN ADOPT DIFFERENT PROPOSALS, IT WILL DEFEAT THE PURPOSE OF THE CCG AND (2) THAT TECHNICAL QUESTIONS SHOULD BE DISCUSSED IN A COMMITTEE OF EXPERTS, I.E., THE CCG.

4. IN ADDITION, YOU SHOULD REMIND PERMREPS THAT OUR GOVERNMENTS HAVE AGREED UNANIMOUSLY TO JANUARY 1, 1976 SALARY ADJUSTMENT AND WE ASSUME THAT THE SAME GOVERNMENTS WILL SUPPORT THAT AGREEMENT WHEN IT COMES BEFORE THE NAC. ALSO, YOU SHOULD RECOMMEND THAT THE LONGER-RANGE ISSUE OF HOW SALARIES SHOULD BE SET SHOULD BE ADDRESSED BY THE CCG, WHICH IS THE COMMITTEE SET-UP TO DEAL WITH THESE MATTERS. KISSINGER  
UNQUOTE KISSINGER

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